

COUNTY NEWS



PUBLISHED FOR EMPLOYEES OF THE COUNTY OF SAN DIEGO

May 2007

Policies Guide County Response in Assessing Workplace Safety

In the wake of last month's shootings at Virginia Tech University, headlines across the country examined the vulnerability of public institutions and the role those institutions must take in preparing for a crisis. Just about everywhere, the question arose, "Could it happen here?"

The County of San Diego understands the importance of addressing risks in the workplace. In 1994, the Board of Supervisors established a "zero tolerance" policy in the County regarding threats and violent behavior, implied or actual, from any person that is directed at any employees or the public at a County facility or in connection with County business.

"Without hesitation, all threats of violence are taken seriously within the County of San Diego," says Human Resources Director Carlos Arauz. "We have the policies and procedures in place so that staff have guidelines for assessing risk and what actions are to be taken if the risk is determined to be viable."

Through the Human Resources Workplace Risk Assessment policy, departments are required to conduct an immediate investigation of any report of threats or violence in the workplace. Any incident that creates a life-threatening situation should be reported immediately to law enforcement via 9-1-1. If the situation warrants, Human Resources will assemble a Risk Assessment Team, which includes the director of Human Resources and staff from Risk Management, Labor Relations, County Counsel, Sheriff's Department and a representative from each of the five Groups. The team can bring in additional resources as needed.

"We are fortunate that the County's Board of Supervisors and management had the foresight to understand the importance of planning for the safety of our workforce," said Arauz. "Anytime an incident happens—whether it's here or in another community—we learn from those experiences so that we can continue to provide a safe working environment for all of our employees and the citizens of the County of San Diego."

For more information on County policies regarding workplace threats/violence refer to: **Board of Supervisors "Zero-Tolerance" policy A-121** and DHR's Workplace Risk Assessment policy 1104 (cww.co.san-diego.ca.us/dhr/Policies/index.html).

"We are fortunate that the County's Board of Supervisors and management had the foresight to understand the importance of planning for the safety of our workforce."

Employee Assistance Program Offers Well-Being Resources

Just as there are resources for employees to care for their physical health through health insurance, the County provides ways for employees to care for their emotional health as well.

"The County's Employee Assistance Program (EAP) can help with personal or job-related concerns that may be troubling them," says Human Resources Director Carlos Arauz, "and we encourage people to seek help at the earliest stage possible."

The County, through an independent counseling service, offers up to eight free counseling sessions with a licensed clinical professional. A counselor can be reached at any time by calling (866) 208-0436. He or she will listen, help sort things out, and work to develop a solution. At all times, employee information is kept confidential. EAP services are also extended to anyone living in an employee's household.

Last year, more than 1,000 County employees used EAP services. Each month almost three times that many take advantage of accessing material offered on the EAP Web site. The site currently features topics as diverse as "empty nest syndrome"; substance abuse prevention; managing depression, anxiety and your emotions; child adoption; the grieving process; and a myriad of health issues.

Accessing the EAP is not at all indicative of having a negative "problem." In fact, the most-visited section of the Web site is "Balancing Work & Family." The EAP also provides personal financial and legal services.

To learn more, click on the "Benefits" tab on the Intranet.



The annual Administrative Professionals Day celebration went Hollywood this year. In this picture, "Marilyn Monroe" poises with Dawn Wynne, Executive Secretary of HHSA's North Coastal Region, at the April 25 event. For more pictures, see p. 7 in the County News "Extra" section.

News Briefs News Briefs

4S Ranch Branch Celebrates Opening

The 4S Ranch Library, the 33rd branch of the San Diego County Library system, officially opened its doors April 26. Located at the community's 4S Commons town center, the 7,214 square foot library features a children's room with window-cushioned seating, computer areas for children and adults, a fireplace with cozy seating, wireless Internet access, and machines for customers to check out their own books.

The grand opening ceremony was attended by District 5 Supervisor Bill Horn, County Library Director Jose Aponte and other community dignitaries and representatives. Following the ribbon-cutting, branch librarian Sandy Housley invited the public in for tours and for refreshments. The day included music by the library fireplace and face-painting and balloons for children.

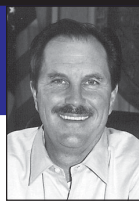
Information: Fast, Easy, Friendly!

Aging & Independence Services (AIS) has been working with Access 2 Independence to improve San Diego access to aging, disability, and long term care information for consumers, caregivers and providers. The new Aging and Disability Resource Connection is available at: www.sandiego.networkofcare.org/aging. Take a look! The "Connection" includes information on assistive devices, fall prevention, planning for the future, plus a wealth of other resources and a message board for sharing ideas or asking questions. The web site is backed up by the AIS Call Center, which has recently been recognized as one of the best in the nation.

Animal Officers Carry Cuddly Comforts

Animal Control Officers now carry teddy bears to give to children and frail elderly individuals who have been bitten by dogs, or whose pets have been injured or killed in an accident. In addition, the officers may provide teddy bears to the elderly who must give up their pet when going into a convalescent home.

The Assistance League of Rancho San Dieguito provides stuffed teddy bears to law enforcement and public safety agencies to give to children when those children have experienced significant emotional trauma. Although intended primarily for children, these bears can also be given to adults who may benefit from the gift. The Assistance League provides the bears at no cost to Animal Services.



In Walt's Words

A Decade of Excellence

A little over ten years ago, the Board of Supervisors faced one of the most daunting financial challenges in the history of San Diego County. Hard decisions needed to be made to cut costs and become more efficient and effective with precious tax dollars. Using an extraordinary degree of foresight and exhibiting a large dose of courage, the Board embarked on a revolutionary approach to conducting business in the public sector. The County would become responsible and accountable to the public, treating the public much like stockholders in a private company.

The Board recognized that the status quo was not good enough, that fiscal insolvency, the inability to pay employees a fair wage and dramatic reductions in service were simply unacceptable. Board members knew we could do better...and so began, an unprecedented decade of excellence in San Diego County government.

We began with development of our General Management System (GMS), the backbone of our organization and the means by which we identify and achieve our goals. During the past 10 years, the GMS has done nothing less than completely transform the way we run San Diego County business and is without doubt, the most successful management model used by any government in America today.

County government in 2007 looks far different from a decade ago. We balance the budget every year. We stay focused on serving the public today while planning new ways to do business in the future. We maintain our facilities, invest in our employees, continuously re-engineer our processes using technology as a critical component and we focus on outcome-based results. In short, we run our government differently from just about everybody else; to the benefit of the people we serve.

It hasn't always been easy. We've gone through tough times as we have changed the very culture of our organization. We've had to deal with a public that didn't always understand and a media that doesn't want to.

But in the end, we have been enormously successful. San Diego County is the most honored County in America. Our innovation, creativity, efficiency and discipline are the envy of governments all over the Country.

As we celebrate the 10-year anniversary of the GMS, let's take a moment and enjoy the honor and pride that comes with being a part of a successful endeavor. The Board of Supervisors set in motion a plan for excellence 10 years ago, and we, the employees of San Diego County have made that plan a reality. I couldn't be more proud of you, the people I work with everyday, for all you have done....and all you continue to do.

Thanks ... for a decade of excellence!

Walt Ekard
Chief Administrative Officer

Public Safety Staff Team Give Teens Dose of Drunk Driving Reality

Students at Mountain Empire High School arrived on campus on March 22 to find a horrific scene. Two of their classmates sat bloodied and crushed inside a crumpled car. Thirty feet away, a third teenager lay gruesomely sprawled on the hood of another car, having been ejected through its shattered windshield. Paramedics, firefighters, and sheriff's deputies rushed to help as two helicopters landed on a soccer field to evacuate the victims to a nearby hospital.

Thankfully, this tragedy was only staged as part of a national campaign against drunk-driving called "Every 15 Minutes." Led by the Sheriff's department, with help from the offices of the Medical Examiner, Public Defender and District Attorney and others, the program provided a shocking dose of reality to the students on the eve of their spring break and summer vacation.

The goal was to make this event as life-like as possible—to scare students sober. The student victims were made up with moulage, creating the appearance of horrible gashes and burns on their bodies. They were air-lifted to the trauma center, and their parents were escorted to either the mortuary or hospital to identify their children. The student playing the role of the drunk driver was taken to Santee and actually booked into a jail cell. Later that day, she stood trial in the courtroom of Judge Eddie Sturgeon, where she was sentenced to twelve years in prison after heart-rending impact statements from the victims' friends and families.

Throughout the day at school, the Grim Reaper entered classrooms and took away one student every fifteen minutes, which is the national rate at which someone is killed in an alcohol-



The Grim Reaper was just a part of the act, but the message to keep kids from drinking and driving was no show.

related accident. The next morning at a school assembly, students viewed video footage of the day's events, allowing everyone to take in the impact of their potential decision to drink and drive.

While distressing and emotional for those involved, the startling approach seems to have made a significant difference since the program debuted in 2000, according to Deputy Sheriff Keith Nye. Involving the entire community—students, parents, medical professionals, law enforcement and the courts—ensures that the message is reinforced and that students recognize the widespread consequences of their actions.

This spring, two more high schools are scheduled to raise teen awareness about drinking and driving through "Every 15 Minutes."

Protecting San Diego's Water Quality from Polluted Runoff

FACT: Whatever enters a storm drain will eventually be discharged into one of our waterways without filtration or treatment.

What is urban runoff? Urban runoff results from either rain, or daily water use. Daily activities that may involve water include landscape watering, car washing, hosing off surfaces, and business-related processes that utilize water. Even water that is relatively clean can pick up pollutants such as trash, oil, soaps, pesticides, and pet waste as it flows across the land.

Where does runoff occur? EVERYWHERE!! It doesn't matter where you live, from the coast to the mountains; all runoff eventually makes its way into our waterways.

Where does urban runoff go? If it doesn't evaporate or soak into the soil, it runs across the land, streets, and gutters and into our storm drains and waterways.

What are the problems with polluted runoff? Urban runoff is the leading cause of pollution in nearly 40% of U.S. waterways. When left uncontrolled, water pollution can harm aquatic habitats, wildlife, and threaten public health. Not to mention polluted runoff can make our waterways and beaches look and smell bad too.

Make a difference and report problems that may impact waterways. Call the Regional Stormwater Hotline at (888) 846-0800.

Things You Can Do to Prevent Polluted Runoff:

- ☐ Never dump into a storm drain or into a waterway.
- ☐ Scoop the poop! Pick up after your pet.
- ☐ Use fertilizers and pesticides sparingly.
- ☐ Sweep driveways, sidewalks, and gutters instead of using a hose; place debris in the trash.
- ☐ Don't be a litter bug; put your trash and cigarette butts in the garbage.
- ☐ Maintain your vehicle to prevent leaks.
- ☐ Wash your vehicle over an unpaved area or take it to a car wash.
- ☐ Don't over-water; adjust sprinklers to water your lawn (not the pavement).

County Friends Grow Grassroots Outreach to Homeless

Diane Jonescue-Ancheta, a legal support supervisor with Child Support Services, rarely makes it to work with her lunch, but her loss is always someone else's gain. Ancheta, a 22-year County employee, says that she gives it away to a homeless person just about every morning as she makes her way downtown to her office at the County Courthouse.

A while back, her colleague Cynthia Garcia mentioned that she would like to do something to help the homeless, so the two joined forces. The result has been a unique effort they dubbed "Third Friday," that has mobilized colleagues, friends and family, bringing supplies to the homeless that congregate in the East Village area of downtown.

They don't assume their work will change the lives of those they meet on the street, but they've learned they can make a difference just by taking the time to listen and talk.

"We're just trying to show we care," Jonescue-Ancheta says. "They like the



Diane Jonescue-Ancheta and Cynthia Garcia show samples of what they're collecting next to benefit the homeless downtown.

fact that we look at them, not through them. I've had that said to me many times: 'thank you for just looking at us like we're people.'"

Each month, on the third Friday, they go

out and target a different need—one month it was blankets, another it was baseball caps—and every month they do a clothes drive of which they give away about 80 percent of what they bring. (The remaining items are packed and stored to bring the next time around.)

"It's a really nice feeling to know that you've helped, even if it's just one day a month," said Garcia. And though they don't know for sure the impact their efforts, Garcia is optimistic: "You never know what a small thing can do for them."

This month the group is aiming to put together 100 toiletry kits to hand out to their new friends. These kits will include deodorant, a toothbrush and small toothpaste, a bar of soap (in a zip lock bag), sunglasses and wipes. Any County employee interested in helping can call or email **Jonescue-Ancheta** (619-263-0659) or **Garcia** (619/281-6586). Emails should include "Third Friday" in the subject line.

NEWSMAKERS

Mischelle Townsend, a retired Riverside County registrar, was named interim Registrar of Voters while the County searches for a permanent replacement to Mikel Haas, who was promoted to Deputy Chief Administrative Officer of the Community Services Group. **Michael Vu**, former elections chief in Cuyahoga County, Ohio, was named Assistant Registrar of Voters.

Ray Fernandez was appointed Acting Director of the Air Pollution Control District while the County undertakes an extensive search to replace Dick Smith, who retired this spring. Fernandez has

been the Land Use and Environment Group Finance/HR Director since 1999. He came to San Diego from Riverside County where he served seven years as a Deputy Director in the Transportation & Land Management Agency and five years as the Assistant Building Official.

Kathleen Flannery, Project Manager for LUEG, was tapped to take over the LUEG Finance/HR Director position. Flannery joined the County two years ago and has more than 20 years of experience in senior budget management and enterprise positions with local governments including the City of New York.

Babatunde Jinadu, M.D., M.P.H., has accepted the position of Public Health Officer and is scheduled to start on June 8. Dr. Jinadu comes from Kern County where he served as Public Health Officer and Director of Public Health Services since 1989.

Mike Dorsey, Chief of Environmental Health, was recently selected by the U.S. Environmental Protection Agency to participate on the Good Neighbor Environmental Board (GNEB). The board advises the President and Congress on protecting the environment along the U.S. border with Mexico.

Board of Supervisors

Greg Cox, District 1
Dianne Jacob, District 2
Pam Slater-Price, District 3
Ron Roberts, District 4
Bill Horn, District 5

Chief Administrative Officer
Walter F. Ekard

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(click on "Employee Newsletter") or via the County's Intranet at CWW. This information is available upon request in alternative formats for persons with disabilities.

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COUNTY NEWS *Extra*

Riddle Goes Solo on Race Across States for Sake of Diabetes Prevention

Pat Riddle, a principal administrative analyst with the Health and Human Services Agency, is at it again.

Last year, Riddle, along with her husband Terry Dutton, senior deputy County Counsel working with the Air Pollution Control District, completed the bicycle 2006 Race Across America (RAAM) in under 12 days as team Racing Against Diabetes.

The race was personal for her, as Riddle and Dutton (who is diabetic) used it to spread the message that diabetes can be prevented and its complications reduced through exercise and smart eating. Even though it was the couple's first endurance bike race, they completed it, and Riddle learned something very surprising about herself: she was good at it.

This year, Riddle is going solo—she's taking on the 3,000-plus mile course, in the women's 60-plus division—an endeavor that's never been completed by a woman of her age. The race begins in Oceanside and in order to complete it,

the riders must make it to Atlantic City in under 12 days and five hours. There are about 200 racers who will start the RAAM on June 10, but not all will finish. In the



Pat Riddle stops to smile during her 2006 cross country ride.

race's 25-year history less than 200 individual racers have ever completed the race.

"I thought, well, this year I'm going to be 60 and I want to show women in particular they should dream about doing things and trying things," said Riddle, a 22-year

County employee. "I want to redefine success so that it means going out there and trying; not beating another person in a competition, but raising the bar."

Accompanying Riddle this year is her all-female crew of six, which includes County employees Judy Quinn, a Public Health Nurse, and Jolie Ramage, an Analyst III.

"I can't survive without a crew," said Riddle. "They carry everything for me, they feed me while I'm on the bike, they give me fluids while I'm on the bike. When I stop they leap out of the car – one grabs the bike, one grabs me, and they bring me whatever I need."

Although Dutton isn't racing this year, he will meet Riddle in Atlantic City and drive their crew car back home, participating in the Tour of America for the American Diabetes Association along the way. His mission is to further spread the message of the pair's non-profit venture, **Racing Against Diabetes Foundation**.

Calling all "30 Plus" Employees!

The average length of County service of current employees is just over 10 years, but there is an extraordinary group of more than 170 County staffers who have reached the "30 Plus Club." Each employee has a different story—what brought them to the County and what has kept them here for three decades. County News is interested in highlighting those stories in an upcoming issue and needs your help.

If you are (or know of) a "30 Plus Club" member, we'd like to hear from you. What's your career path been like? What keeps you going? Drop us a line at countynews@sdcounty.ca.gov.

[Ver•ba•tim]

Library Director **Jose Aponte** and his staff won the gratitude of the Persian community for allowing them to use the Poway Library for the Iranian New Year celebration.

"Everyone was delighted and thankful...They asked me to deliver their gratitude to you and the library for providing them the opportunity to attend these programs at the library."

Jim Bennett (Planning & Land Use) earned a letter of appreciation from the staff and Board of Directors of the Borrego Water District.

"The work performed by you and your staff has been invaluable in achieving our goal of furthering the knowledge of the characteristics of our aquifer."

Lerma Deguzman (Assessor/Recorder/County Clerk) delighted a customer with her professionalism and outstanding customer service.

"[She] was knowledgeable, courteous and helpful with the concerns and considerations regarding our inquiries."

Bill Brick (Air Pollution Control District) received sincere thanks in answer to questions on air quality in El Cajon.

"I was impressed by the promptness and thoroughness of your reply and appreciate it tremendously."

Steve Jonas (Public Works, Cartography) scored a home run with the Friends of the Julian Library for preliminary designs of the library monument sign.

"They have exceeded our expectations. The rock facing alone is a winner!"

The **San Marcos Library** received kudos for their wonderful staff and for creating a great work environment.

"The staff are the most helpful people I have ever met...the reference department staff were so willing to assist me in finding the sources for my work. We are so grateful to have a beautiful county library."

Dave Stout (Auditor & Controller) was commended by another department for his terrific internal customer service.

"He is quick to respond to our requests for supplies, and has been resourceful in helping us procure various equipment for our office that would otherwise be on its way to salvage...He has helped us navigate our way through the paperwork for property transfers and assisted with removing equipment that is no longer useful."

Maria Rodgers (Environmental Health) was complimented by a satisfied client who called her a credit to her profession and the County.

"This year was much easier because of the time she spent with me last year. Once or twice I had a question and each time I called her she returned my call in a timely fashion and had the answer."

Alyssa Maxson and **Rich Grunow** (Planning & Land Use) impressed a customer by striving to serve a step above the expected.

"They made what could have been a very difficult and challenging process for us, much simpler. Staff members like this are few and far between, and exemplify what true professionals they are."

Diane Day (Public Works, Cartography) earned the appreciation of General Services as her work helped welcome the department's new director and set the tone for a good first impression.

"We asked her to put a new Director's name on the DGS door. We asked her to do this so it would coincide with John McTighe's departure, but prior to (the next director's) arrival. She did it and it looks GREAT."

John Young (Clerk of the Board, Building Maintenance) was complimented by the Civil Service Commission for the work he did patching holes.

"He was quick to respond to our request and graciously accepted new tasks. We really appreciate his expertise and helpfulness. John is a joy to work with."

Cindy Mark (Environmental Health) was acknowledged for friendly, knowledgeable and professional service.

"She identified the mistake I was making while using the automated system and was very cordial in helping me successfully complete the transaction. I am very appreciative of the excellent service."

Central Region Public Health clinic staff received this praise from a patient:

"Good, friendly service even though I am unable to pay for services. A clean facility and people willing to help."

Veronica Lopez (HHS Public Health) inspired one STD/HIV patient so much, she was wanted to leave a tip for her. Staff instead encouraged her to leave a comment of which she said:

"Thank God for your clinic."

Lixya Preston de Silva received a compliment for assisting a customer with a development map:

"Great. The best—the very best in customer service!"

Frank Galang was complimented by a customer for the manner in which he processed his son's passport application:

"Responsive, quick and effective service received."

Marci Stanfield (Health and Human Services) was thanked by a customer for being a great worker.

"You were always there to speak with and help with everything."

Ana Fernandez (Health and Human Services) impressed a customer with her humble and helpful attitude.

"Now a days it's rare that you receive 'outstanding' service. She's a great employee to have on a team."

County Celebrates in Style for Admin Appreciation Event

County administrative staff were encouraged to dress for the red carpet at the annual Administrative Professionals Day luncheon at the Scottish Rite Center on April 25. Hosted by the Health and Human Services Agency Executive Secretaries, the 400 guests were greeted by “paparazzi” and took a turn being interviewed by “Joan Rivers” (aka the Agency’s director of Strategic Planning and Operational Support, Dale Fleming). Hired acts included The Blues Brothers and a Marilyn Monroe look-alike who posed with guests for photos.

Giveaways at the luncheon included autographed photos of Arnold Schwarzenegger, Beyonce, Will Smith, Johnny Depp and Orlando Bloom, as well as several hotel packages and dinners. All of the items were secured by the committee through fundraisers and donations and totaled almost \$10,000.



(Above) Luncheon committee members celebrated their hard work. Back row (from left): Dawn Wynn, Jenny Pietila, Deborah Duffin, Anita Loza, Angela Galba, Yolanda Delenela, Cindy Games, Diane Sitz, Mary Jane Scott, and Vicki Magsaysay. Front row (from left): Delia Molina, Kristine Chavez, Charo Tilaro, Liz Flores, Marion Morris, and Trini Miles.

(Left) An entertaining Dale Fleming, of HHSA, played the role of Joan Rivers, interviewing guests as they arrived. In true red carpet style, the interviews were broadcast live on giant screens for all to watch.

News Briefs News Briefs cont.

Super Saturday for Assessor/Recorder/Clerk

On Saturday, March 31, the Assessor/Recorder/County Clerk’s Kearny Mesa office broke all previous records for Saturday service for birth certificates, marriage licenses, and marriage ceremonies. The availability of County Clerk services on Saturdays has always been well-received by the citizens of San Diego. This Saturday proved especially busy due to the County’s Friday closure for the Cesar Chavez holiday. The record-breaking service included 92 marriage licenses issued, 61 marriage ceremonies performed and 93 birth certificates issued.

Upcoming County Events

May is packed with public events hosted by County departments. Check the County’s Intranet or department Web sites for more information.

The annual **Lawn Mower Trade-In** program is set for Saturday, May 19, in the north parking lot of the County Adminis-

tration Center. Hosted by the Air Pollution Control District, beginning at 8 a.m. County residents can trade in their old, gas lawn mower for a limited number of electric Black & Decker lawn mowers with rechargeable batteries.

Also on Saturday, May 19, is the annual behind the scenes tour and **Open House** at Juvenile Hall, 2901 Meadowlark Drive, near Children’s Hospital. The tours are free and no reservations are needed.

On Sunday, May 20, the **San Diego County Library 2007 World Music and Cultural Arts Series** and the Friends of the Vista Library present the highly acclaimed Israel Contemporary String Quartet at 1:30 p.m. at the Vista Branch Library. The Quartet, one of Israel’s most influential ensembles, has performed in numerous concerts and festivals throughout Israel, Europe, Asia and the U.S. The library is located at 700 Eucalyptus Avenue. Doors open at 1 p.m. Reservations are suggested. Contact the library at (760) 643-5113.

Service Awards

35Years

Jack A. Keirse (Facilities Management)

30Years

James R. Daniels (Facilities Management)
 Cornelius L. Hill (Health & Human Services)
 Lawrence P. Lyle (Public Works)
 Michael J. Medearis (Sheriff)
 Paul R. Newell (Sheriff)
 Larry D. Purdue (Public Works)
 Gloria Linda Ruiz (District Attorney)
 Douglas F. Tomkiel (Sheriff)
 Gloria A. Velasquez (Health & Human Services)
 Patricia A. Williams (Health & Human Services)

25Years

Kimberly A. Brown (Health & Human Services)
 Terrance M. Corrigan (Health & Human Services)
 Franco Delrosario (Sheriff)
 Donn A. Lipera (Environmental Health)
 Lonnie L. Lucas (Environmental Health)
 Roger D. Mathias (Sheriff)

20Years

Kimberly E. Arellanes (Alternate Public Defender)
 Francine M. Bates (Health & Human Services)
 Stephen W. Bleakney (Public Works)
 Pablo Carrillo (Probation)
 Joseph R. Castro (Child Support)
 Ricardo Cunningham (Treasurer-Tax Collector)
 Gerry Q. Dailey (Health & Human Services)
 Paula S. Fabela (Library)
 Timothy J. Gillick (Health & Human Services)
 Christine R. Hall (District Attorney)
 Ansar M. Haroun (Health & Human Services)
 Joseph H. Harteis (Assessor/Recorder/County Clerk)
 Byron T. Hubbard (Facilities Management)
 Nora K. Jara (Health & Human Services)
 Jill R. Johnson (Health & Human Services)
 Roy R. Keith (Sheriff)
 Rosemarie Kurupas (Sheriff)
 Robert J. Laudy (Public Works)
 Mario R. Lemus (Auditor & Controller)
 Ronda L. Levin (Registrar of Voters)
 Amado T. Miana (Health & Human Services)
 Susan E. Morgan (Health & Human Services)
 Henry J. Ramelli (Sheriff)
 Julia M. Rey (Health & Human Services)
 Rebecca A. Serrano (Library)
 Clarissa K. Stanfill (Health & Human Services)
 Joan K. Swanson (Environmental Health)
 Annette E. Thompson (Facilities Management)
 Carl A. Winters (Sheriff)
 Shirley Yarnell (Health & Human Services)
 Terri L. Zinner (Health & Human Services)

In Memoriam

David L. Alcayaga (Health & Human Services, 2002)	2/07	Russ Linton (General Services, 1983)	2/07
Kenneth R. Ayers (Revenue & Recovery, 1993)	2/07	Ida M. Lucas (Health Services, 1968)	2/07
Leburton Blodgett (General Services, 1978)	2/07	Norein J. McBride (Health Services, 1990)	2/07
Thomas E. Bonds (Social Services, 1974)	2/07	S. Lucille McCawley (Assessor/Rec./Co. Clerk, 1977)	2/07
Mary P. Boyle (Health Services, 1974)	2/07	Dorothy A. Newkirk (Health Services, 1995)	2/07
Donna C. Chacon (Sheriff, 2005)	2/07	Segunda A. Pastores (Health & Human Svcs, 2000)	2/07
Wayne B. Cox (General Services, 2003)	2/07	Pauline Provenzo (Municipal Court, 1976)	2/07
Francis R. Dale (Sheriff, 1981)	2/07	Bertie C. Pruitt (Transportation, 1978)	2/07
Delbert C. Daniels (Transportation, 1977)	2/07	Richard H. Richards (Public Works, 1986)	3/07
Jerry C. DeLeon (Sheriff, 2002)	2/07	June R. Sharp (Marshall, 1977)	2/07
Hazel Fegan (Assessor/Recorder/Co. Clerk, 1965)	2/07	June Sullivan (Assessor/Recorder/Co. Clerk, 1978)	2/07
William A. Graham (Health Services, 1972)	2/07	John H. Vallance (Animal Control, 1987)	2/07
Dolores F. Kane (Social Services, 1977)	3/07	Gene W. Wills (Probation, 1978)	2/07
Margaret A. Kennedy (Social Services, 1989)	2/07	Virginia V. Woodruff (Municipal Court, 1981)	3/07
Doris M. Keyes (Health Services, 1988)	2/07	Kathryn Younghusband (Municipal Court, 1982)	2/07
Robert J. Klemaske (Public Administrator, 1997)	2/07	James G. Ziegler, Jr. (Probation, 1988)	2/07
Juanito L. Lat (Environmental Health, 2003)	3/07	Timothy A. Zinglar (Health Services, 2005)	2/07

Our thoughts and prayers are with the family and friends of active County employees Michael R. Fileccia, Environmental Health (2/07), Elizabeth D. Lucas, Library (2/07), Brendan McNabb, Public Works (2/07), and Brian L. Morris, Probation (2/07).

Retirements

Shirley S. Adams (Child Support)
Reynato Alcantara (Health & Human Services)
Bernard D. Alvarez (Sheriff)
Rita L. Anaya (Probation)
Gary E. Arithson (Environmental Health)
Steven E. Baker (District Attorney)
Rosemarie Benavides-Vincent (Superior Court)
Iris S. Bitton (Auditor & Controller)
Federico U. Bona (Probation)
Elis D. Bradley (Health & Human Services)
Ronald Brinkerhoff (Public Works)
Mary Brown (Health & Human Services)
Michele L. Bustamante (Sheriff)
Thomas A. Caldwell (Probation)
Richard F. Campbell (General Services)
Christine C. Cannon (Superior Court)
Ross W. Carlson (Public Works)
Casimiro L. Cepeda, Jr. (Auditor & Controller)
Ruth Charlesworth (Assessor/Recorder/County Clerk)
Ivan R. Cohen (Health & Human Services)
James D. Cook (Sheriff)
Teddy F. Crisostomo (Sheriff)
Sam L. Crouse (Environmental Health)
Kathleen L. Darland (Facilities Management)
Mary P. Dodson-Newhouse (Health & Human Services)
Clarita P. Galibut (Health & Human Services)
Doron H. Gil (Health & Human Services/Health Services)
Philip Giurbino (Public Works)
Carol A. Hale (Sheriff)
Dan D. Harrison (Public Works)
Ellen F. Haynes (Probation)
Michael E. Hays (Public Works)
Eddie L. Head II (Sheriff)
Stephen D. Hendrix (Parks & Recreation)
Nancy K. Hickman (Electronic Data Processing Services)
Deborah A. Hockett (Superior Court)
Mary J. Ingalls (Housing & Community Development)

Ofelia Inocencio (Health & Human Services)
David E. Janssen (Chief Administrative Office)
Connie C. Janzen (District Attorney)
Ricardo A. Jimenez (Health & Human Services)
Reena Kaplowitz (Health & Human Services)
Robert W. Knox (Sheriff)
Michael P. Lawrence (Planning & Land Use)
Jacqueline E. Lay (Health & Human Services)
Vanessa R. Logan (Superior Court)
Hans J. Ludwig (Sheriff)
Mary E. Mac-Leay (Health & Human Services)
Alex A. Martinez (Community Services Group)
Margaret Maund (Superior Court)
Cheryl Miller (Health & Human Services)
James E. Mount (Sheriff)
Ignacio Ochoa (Facilities Management)
Janet E. O'Halloran (Health & Human Services)
Gary W. Palmer (Sheriff)
Isaias S. Pangilinan (Health & Human Services)
Norman C. Peet (Public Works)
Helen B. Priddy (Health & Human Services)
Ida Rivera (District Attorney)
Robert P. Rushlow (Parks & Recreation)
Doris A. Salfiti (Health & Human Services)
Patricia A. Saly (Air Pollution Control District)
James A. Satterley (Health & Human Services)
Harvey Selverston (Health & Human Services)
Stephen S. Smith (Health & Human Services)
Darlene C. Stull (Superior Court)
Margaret A. Thompson (District Attorney)
Susan E. Viets (Superior Court)
Jim A. Walker (Health & Human Services)
Bruce D. Watson (Public Works)
Jeffrey D. Weeland (Child Support)
Deborah A. Wills (Sheriff)
Gary E. Wood (Environmental Health)
Jane E. Young (Environmental Health)